

OVERTIME, AUSTRALIA, MAY 1989

25 JUL 1989

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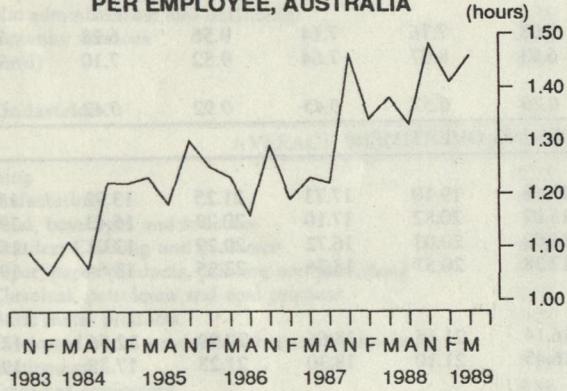
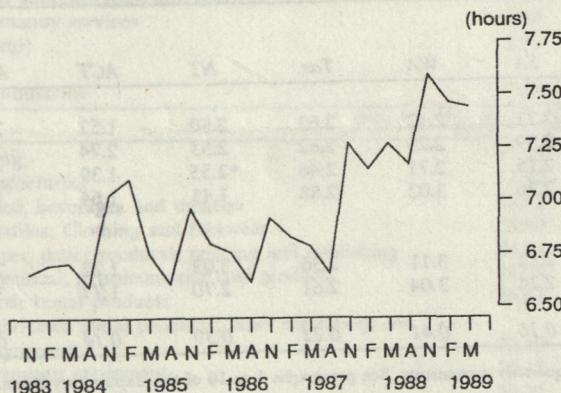
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MAIN FEATURES

AVERAGE WEEKLY OVERTIME HOURS
PER EMPLOYEE, AUSTRALIAAVERAGE WEEKLY OVERTIME HOURS PER
EMPLOYEE WORKING OVERTIME, AUSTRALIA

Nationally, May 1989 estimates of average weekly overtime hours per employee (1.46 hours) and per employee working overtime (7.44 hours) did not vary significantly from February 1989 levels. The estimated percentage of employees working overtime showed a rise (which was not statistically significant) from 18.87 per cent in February to 19.56 per cent in May 1989.

At the State/Territory level, the only statistically significant movements recorded were in respect of increases in the Australian Capital Territory in average weekly overtime hours per employee (an increase of 55.7 per cent from 0.79 in February to 1.23 in May 1989) and the percentage of employees working overtime (which increased by 38.4 per cent over the February estimate, to 17.38 per cent in May).

Quarterly movements to May 1989 were statistically significant in the following industries—

- average weekly overtime hours paid per employee in the Basic metal products manufacturing industry increased 0.32 hours to 5.30 hours while the Community services industry showed an increase of 0.07 hours, rising to 0.41 hours.
- the number of average weekly overtime hours paid for per employee working overtime in the Chemical, petroleum and coal products manufacturing industry decreased by 1.78 hours to 8.36 hours, while the Other manufacturing industry grouping recorded an increase of 0.99 hours to 9.34 hours.
- the percentage of employees working overtime in the Paper, paper products, printing and publishing manufacturing industry decreased 4.43 percentage points to 25.05 per cent, while increases of 3.21 and 0.83 percentage points, respectively, were recorded in the Transport and storage; Communication (33.04 per cent) and Community services (6.49 per cent) industries.

NOTES

This publication contains estimates of overtime based on information obtained from a sample survey of employers. Explanatory Notes and Glossary are published at the back of this publication.

IAN CASTLES
Australian Statistician

TABLE 1. OVERTIME: STATES AND TERRITORIES

Reference period— pay period ending on or before	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE(a)									
<i>1988—</i>									
19 February	1.35	1.50	1.32	1.00	1.29	1.32	1.60	0.85	1.34
20 May	1.35	1.54	1.32	0.99	1.58	1.23	1.79	0.99	1.38
19 August	1.32	1.45	1.34	1.03	1.48	1.12	1.96	0.75	1.33
18 November	1.41	1.56	1.45	1.21	2.02	1.31	2.19	0.85	1.48
<i>1989—</i>									
17 February	1.39	1.52	1.35	1.14	1.64	1.33	2.00	0.79	1.41
19 May	1.36	1.57	1.53	1.12	1.70	1.40	2.02	1.23	1.46
<i>Standard error(b)</i>	<i>0.07</i>	<i>0.09</i>	<i>0.11</i>	<i>0.06</i>	<i>0.18</i>	<i>0.11</i>	<i>0.31</i>	<i>0.16</i>	<i>0.04</i>
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME(a)									
<i>1988—</i>									
19 February	7.06	7.73	6.95	6.37	6.78	7.46	7.53	6.10	7.15
20 May	7.14	7.67	6.96	6.57	7.58	7.21	8.83	6.40	7.27
19 August	6.87	7.81	6.99	6.44	7.39	6.68	9.65	5.77	7.17
18 November	7.20	7.94	7.06	6.96	9.80	6.98	9.80	6.25	7.59
<i>1989—</i>									
17 February	7.28	7.92	7.06	7.08	7.76	7.14	9.56	6.28	7.46
19 May	7.04	7.91	7.34	6.83	8.07	7.64	9.52	7.10	7.44
<i>Standard error(b)</i>	<i>0.20</i>	<i>0.25</i>	<i>0.33</i>	<i>0.20</i>	<i>0.57</i>	<i>0.45</i>	<i>0.92</i>	<i>0.42</i>	<i>0.13</i>
PERCENTAGE OF EMPLOYEES WORKING OVERTIME(a)									
<i>1988—</i>									
19 February	19.19	19.42	18.97	15.68	19.10	17.73	21.25	13.92	18.79
20 May	18.97	20.13	18.95	15.02	20.82	17.10	20.23	15.43	19.01
19 August	19.14	18.50	19.17	16.02	20.03	16.72	20.29	13.01	18.62
18 November	19.59	19.60	20.51	17.38	20.57	18.76	22.35	13.64	19.51
<i>1989—</i>									
17 February	19.02	19.16	19.10	16.14	21.15	18.66	20.90	12.56	18.87
19 May	19.36	19.81	20.84	16.45	21.10	18.30	21.23	17.38	19.56
<i>Standard error(b)</i>	<i>0.92</i>	<i>0.82</i>	<i>1.11</i>	<i>0.74</i>	<i>1.36</i>	<i>0.99</i>	<i>1.79</i>	<i>2.12</i>	<i>0.46</i>

(a) For definitions see the Glossary on page 5. (b) Applicable to latest estimates of level and quarterly movements. See paragraphs 5 to 10 of the Explanatory Notes.

TABLE 2. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE(a): MANUFACTURING

Reference period— pay period ending on or before	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
1988—									
19 February	2.40	3.42	2.67	2.21	2.12	2.63	2.70	1.52	2.73
20 May	2.45	3.13	2.71	2.39	2.29	2.62	2.53	2.74	2.69
19 August	2.72	3.29	2.60	2.15	2.71	2.46	*2.55	1.39	2.82
18 November	3.04	3.72	2.88	2.36	3.02	2.88	1.41	1.64	3.16
1989—									
17 February	2.94	3.41	2.73	2.12	3.11	2.36	3.03	1.22	2.96
19 May	3.06	3.44	3.21	2.24	3.04	2.61	2.70	1.77	3.10
<i>Standard error(b)</i>	<i>0.22</i>	<i>0.19</i>	<i>0.35</i>	<i>0.16</i>	<i>0.41</i>	<i>0.22</i>	<i>0.39</i>	<i>0.14</i>	<i>0.12</i>

(a) For definitions see the Glossary on page 5. (b) Applicable to latest estimates of level and quarterly movements. See paragraphs 5 to 10 of the Explanatory Notes.

TABLE 3. OVERTIME BY INDUSTRY

Industry	Reference period — pay period ending on or before						
	1988		1989		Standard error (a)		
	19 February	20 May	19 August	18 November			
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE(b)							
Mining	4.12	4.87	5.26	5.66	5.38	5.52	0.58
Manufacturing	2.73	2.69	2.82	3.16	2.96	3.10	0.12
Food, beverages and tobacco	3.41	2.85	2.85	2.84	2.61	2.73	0.21
Textiles; Clothing and footwear	1.88	1.87	2.24	2.48	*2.39	2.86	0.58
Paper, paper products, printing and publishing	*1.68	*1.86	2.11	*2.06	2.00	1.90	0.22
Chemical, petroleum and coal products	2.45	2.30	2.39	2.62	3.15	3.04	0.26
Basic metal products	4.05	4.37	4.44	4.86	4.98	5.30	0.10
Fabricated metal products; other machinery and equipment	2.50	2.74	3.04	3.40	3.34	3.51	0.29
Transport equipment	3.29	3.17	2.87	3.58	3.51	3.43	0.12
Other manufacturing	2.88	2.74	2.79	3.68	2.86	3.17	0.25
Electricity, gas and water	1.65	1.76	1.80	1.98	1.91	1.94	0.03
Construction	2.47	2.21	2.28	2.27	2.52	2.47	0.32
Wholesale trade	1.30	1.34	1.05	1.14	1.05	1.26	0.17
Retail trade	0.65	0.78	0.61	0.72	0.74	0.74	0.06
Transport and storage; Communication	2.56	2.90	2.77	3.44	2.57	2.82	0.24
Public administration and defence(c)	0.76	0.84	0.74	0.88	0.85	0.79	0.15
Community services	0.35	0.39	0.37	0.36	0.34	0.41	0.01
Other(d)	0.57	0.69	0.63	0.68	0.67	0.67	0.07
All industries	1.34	1.38	1.33	1.48	1.41	1.46	0.04
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME(b)							
Mining	9.38	11.07	11.41	12.39	11.89	11.66	0.85
Manufacturing	8.04	8.25	8.32	8.63	8.55	8.73	0.17
Food, beverages and tobacco	7.83	7.26	7.63	7.92	7.84	7.43	0.29
Textiles; Clothing and footwear	6.53	7.05	7.80	8.66	9.25	9.82	0.92
Paper, paper products, printing and publishing	6.85	7.47	7.25	7.11	6.79	7.60	0.63
Chemical, petroleum and coal products	8.65	7.84	8.50	8.64	10.14	8.36	0.40
Basic metal products	10.21	10.17	10.23	10.31	10.33	10.73	0.22
Fabricated metal products; other machinery and equipment	7.73	9.03	8.62	8.69	8.74	8.72	0.40
Transport equipment	9.36	8.88	8.54	9.13	8.93	8.77	0.28
Other manufacturing	8.17	8.17	8.49	8.98	8.35	9.34	0.41
Electricity, gas and water	7.49	7.55	7.36	7.51	7.80	7.76	0.08
Construction	8.62	8.36	8.06	7.77	8.69	8.80	0.68
Wholesale trade	6.96	6.92	6.54	6.47	6.34	6.54	0.50
Retail trade	4.10	4.35	4.12	4.39	4.57	4.51	0.18
Transport and storage; Communication	8.42	9.30	8.78	10.34	8.63	8.53	0.44
Public administration and defence(c)	5.73	5.73	5.55	6.10	5.89	5.86	0.43
Community services	5.94	5.84	5.89	6.22	5.95	6.26	0.18
Other(d)	5.33	5.70	5.05	5.48	5.70	5.36	0.31
All industries	7.15	7.27	7.17	7.59	7.46	7.44	0.13
PERCENTAGE OF EMPLOYEES WORKING OVERTIME(b)							
Mining	43.93	44.01	46.09	45.65	45.26	47.33	3.74
Manufacturing	33.90	32.62	33.88	36.59	34.67	35.50	1.00
Food, beverages and tobacco	43.52	39.21	37.34	35.80	33.35	36.73	2.25
Textiles; Clothing and footwear	28.80	26.57	28.77	28.63	25.80	29.12	4.22
Paper, paper products, printing and publishing	24.59	24.91	29.12	28.93	29.48	25.05	1.47
Chemical, petroleum and coal products	28.28	29.31	28.17	30.30	31.04	36.36	3.06
Basic metal products	39.63	43.03	43.44	47.07	48.18	49.38	0.72
Fabricated metal products; other machinery and equipment	32.40	30.31	35.30	39.18	38.23	40.22	2.51
Transport equipment	35.18	35.73	33.63	39.21	39.37	39.11	1.02
Other manufacturing	35.29	33.53	32.86	40.98	34.19	33.93	2.60
Electricity, gas and water	22.06	23.27	24.42	26.31	24.46	24.95	0.37
Construction	28.68	26.42	28.28	29.27	28.99	28.08	2.77
Wholesale trade	18.68	19.32	16.05	17.60	16.50	19.23	2.23
Retail trade	15.84	17.86	14.92	16.49	16.18	16.34	0.98
Transport and storage; Communication	30.40	31.21	31.58	33.26	29.83	33.04	1.49
Public administration and defence(c)	13.29	14.65	13.29	14.40	14.43	13.49	1.93
Community services	5.91	6.60	6.28	5.82	5.66	6.49	0.33
Other(d)	10.64	12.12	12.44	12.11	11.84	12.57	1.34
All industries	18.79	19.01	18.62	19.51	18.87	19.56	0.46

(a) Applicable to latest estimates of level and quarterly movements. See paragraphs 5 to 10 of the Explanatory Notes. (b) For definitions see the Glossary on page 5. (c) Excludes permanent defence forces. (d) Includes Finance, property and business services and Recreation, personal and other services.

EXPLANATORY NOTES

Scope of the survey

All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

2. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

3. A sample of approximately 3,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and an equal probability sample is selected from each stratum.

Historical series

4. The current series was introduced in November 1983 when it replaced the overtime series based principally on information from payroll tax returns. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

Reliability of estimates

5. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy

that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

6. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

7. An example of the use of a standard error is as follows. If the estimated average overtime hours per employee were 1.25 with a standard error of 0.05 then there would be about two chances in three that a full enumeration would have given a figure in the range 1.20 to 1.30 and about nineteen chances in twenty that it would be in the range 1.15 to 1.35.

8. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of average overtime hours was 0.03 hours and the change between two quarters was 0.05 hours, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range +0.02 to +0.08 and about nineteen chances in twenty that it would be in the range -0.01 to +0.11.

9. Quarterly movements in overtime estimates are considered to be statistically significant where they exceed two standard errors.

10. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Estimates with a relative standard error of 25 per cent or more, denoted in the tables with an asterisk, are subject to sampling variability too high for most practical purposes.

Industry classification

11. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0).

Seasonal factors

12. Overtime figures at different dates may be affected by seasonal influences. Publication of seasonally adjusted figures will not be possible until results of surveys for several years are available.

Related publications

13. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Average Weekly Earnings, States and Australia (6302.0)—issued quarterly

Job Vacancies, Australia (6231.0)—issued quarterly

The Labour Force, Australia (6203.0)—issued monthly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly.

14. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia (1101.0)*. The ABS also issues, on Tuesdays and Fridays, a *Publications Advice (1105.0)* which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Reference period for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 19 May 1989.

2. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

3. *Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

Unpublished statistics

15. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout or clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical purposes (see paragraph 10, Explanatory Notes).
- 16. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

GLOSSARY

4. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

5. *Average hours of overtime per employee in the survey* is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

6. *Employees* refers to all wage and salary earners (as defined in paragraph 1, Explanatory Notes) who received pay for any part of the reference period.